



ST LAURENCE CHURCH
JUNIOR SCHOOL

Uniform Policy

Date of Publication: September 2023
To be reviewed : September 2025

'Learning, Loving and Sharing, guided by Jesus'

1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. Our school's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the senior leadership team, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by only asking that the jumper or cardigan, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

All year round

White school shirt (generic), clip on or elasticated tie (school colours), royal blue V-neck jumper, cardigan or V-neck sweatshirt* (branded with school logo), grey trousers or skirt, grey or black socks or tights.

*Jumper, cardigan or sweatshirt is the only requirement for a branded clothing item

All footwear for school needs to be a polished black school shoe. For health and safety reasons the school does not allow trainers, open toed sandals, gel shoes or similar.

Please note that trainers, boots and wellington boots are not to be worn around school - should the weather demand that boots are worn then the children should change into shoes or pumps on arrival.

Summer options

White short sleeved shirt

Blue/white or yellow/white checked dresses with white socks (ankle or knee high), or grey knee-length shorts.

P.E

Plain royal blue shorts (royal blue joggers in the winter), Yellow T-shirt (school branded option is available from the school office but not a necessity), Black pumps indoor (or bare feet), Trainers (outdoor).

Pump bag - all PE kit **MUST** be named pump bag which will be kept in school.

Swimming Kit

Full swimming costume or swimming trunks.

All school uniform, including shoes need to be clearly named. Please also note winter uniform may also be worn in the summer term.

Jewellery/Hair

We actively discourage children from wearing jewellery in school, mainly from a health and safety point of view. Children are permitted to wear a sensible watch (no smart watches) and small gold or silver round studs, which should not be worn for P.E or swimming. If a child cannot remove the earrings themselves then school requests that they are removed before coming to school the morning of the PE/ swimming lesson.

School requires sensible hairstyles, long hair to be tied back, **no Mohican, tram lines or 'fashion cuts' or hair dyed/coloured extensions etc.**

Hairbands/clips need to complement the school uniform, no large or bright colours.

4.2 Where to purchase it

Our uniform is available from local retailers (Colliers or Kids Essentials in Northfield) or online from larger retailers, we do also keep a small stock in the school office. We also have a small stock of PE kit, tracksuits, book bags and back packs. Our school shirts, trousers, shorts and skirts are widely available at high-street retailers.

Pre-loved uniform is regularly sold throughout the year through our Friends Parent Teacher Association (PTA) and they are contactable through the Facebook page if you wish to get hold of this outside of the sales.

Second hand uniform is also available locally from Rubery School Community Swop Shop.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact the senior leadership team if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the senior leadership team if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the senior leadership team.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy